

# West End Bowls Club – Anti-bullying Policy

## 1. Policy Statement

West End Bowls Club (WEBC) is committed to providing a caring, friendly and safe environment for all members, where they are treated with respect, and can participate in a relaxed and secure atmosphere regardless of their personal characteristics.

Bullying of any kind is unacceptable.

If bullying occurs, or is suspected, members are expected to speak promptly to a Welfare Officer or a Committee Member and feel confident that incidents will be dealt with promptly and effectively

## 2. Definition of Bullying.

Bullying is the use of aggression with the intention of hurting another person. Bullying results in pain and distress to the victim.

## 3. Types of Bullying Include.

- Emotional : being unfriendly, excluding, tormenting (e.g. threatening gestures)
- Physical: pushing, kicking, hitting, punching or any use of violence
- Racist: racial taunts, graffiti, gestures
- Sexual: unwanted physical contact or sexually abusive comments
- Homophobic: because of, or focussing on issues of sexuality
- Sexist: belittling someone because of their gender
- Verbal: name-calling, sarcasm, spreading rumours, teasing
- Cyber: Misuse of information technology including internet, telephone, camera or video and social media etc.

## 4. Procedure.

In cases of alleged bullying West End Bowls Club will follow the guidance given in the Bowls Development Alliance (BDA) Safeguarding Policies.

**Very simply - Bullying will not be tolerated.**